

A wide-angle photograph of a coastal town, likely Exeter, featuring a sandy beach, a large Ferris wheel, and a row of white buildings along the coast under a blue sky with scattered white clouds. A large blue diagonal shape overlays the bottom left of the image.

# CONSULTANT RECRUITMENT PACK

## POST FOR CONSULTANT PHYSICIAN IN OCCUPATIONAL MEDICINE

For more information, please contact us:

[rde-tr.medicalhr@nhs.net](mailto:rde-tr.medicalhr@nhs.net)



@RDEcareers



@RDEcareers

# Welcome

Applicants must have completed specialist training prior to taking up the appointment.

The expected date of the award of the Certificate of Completion of Training should be no later than six months after the date of AAC interview for this post.

The Applicant should also be entered on, or within six months of entry to, the GMC Specialist Register at the time of acceptance of an offer of employment.

**Please make your application through the NHS Jobs online service at [www.jobs.nhs.uk](http://www.jobs.nhs.uk). Please apply using the standard online application form at this site.**

In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the responsible officer at your current designated body.

## JOB TITLE

Post For Consultant Physician in Occupational Medicine

## DATE OF VACANCY

Immediate

## BASE

Royal Devon & Exeter  
NHS Foundation Trust

The role could cover across Devon at times of need.

### COVER IMAGE

#### Exmouth

25 minutes train  
ride from central  
Exeter



Main entrance  
to the RD&E

# 1. Introduction

An exciting opportunity has arisen to join the Royal Devon and Exeter Hospital Exeter Occupational Health Service (EXOHS) as a Consultant Physician in Occupational Medicine. This post is a new post as we seek to expand our service.

EXOHS is a consultant led in house NHS Occupational Health department covering the RD&E and a number of large public sector clients as well as some SMEs across Devon. The Exeter Occupational Health Service (EXOHS) is widely recognised for its comprehensive services and excellent facilities. Committed to delivering a

high quality service, EXOHS is the first SEQOHS accredited NHS service in the South West. The successful applicant will join an innovative service which was awarded the inaugural Society of Occupational Medicine OH Team of the Year award in 2019.

## 2. HOSPITALS AND SERVICES

The Royal Devon & Exeter NHS Foundation Trust is managed day to day by a Trust Executive which includes a Chief Executive, Medical Director, 2 Deputy Medical Directors, 3 Associate Medical Directors, Chief Nurse and Executive Director of Delivery, Directors of Finance, Director of Operations, and (ex officio) the chairman of the Medical Staff Committee. All consultants are members of the Medical Staff Committee which provides a forum for the discussion of any matters of interest to consultants. The Chairman is elected and provides advice to the Trust Executive which is independent of the Associate Medical Directors.

For a full description of the main hospitals and services of the Trust see the Trust website [www.rdehospital.nhs.uk](http://www.rdehospital.nhs.uk)

excellent facilities. Committed to delivering a high quality service, EXOHS is the first SEQOHS accredited NHS service in the South West. In 2019, EXOHS was awarded the Society of Occupational Medicine OH Team of the Year award for innovative services.

The clinics are delivered from the Heavitree Hospital site, but as contracts develop/ are obtained could include clinics at community hospitals and other workplaces in Devon including North Devon District Hospital in Barnstaple. Due to Covid, most consultant clinics are now undertaken remotely using telephone or Attend Anywhere.

There are over 50 staff in the department on the Heavitree site including doctors, advisors, nurses, physiotherapists, counsellors, dietician, sleep physiologist, health and wellbeing co-ordinator and administrative staff. There are 4 members in the medical team at present, including the Clinical Consultant Lead, a speciality doctor, a specialist training registrar/ Trust doctor and a locum consultant.

## 3. THE WORK OF THE DEPARTMENT

EXOHS is a consultant led in house NHS Occupational Health department covering the RD&E and a number of large public sector clients as well as some SMEs across Devon, the Exeter Occupational Health Service (EXOHS) is widely recognised for its comprehensive services and

The e-Opas occupational health database is used for appointments and recording of clinical data including immunisations and health surveillance. During Covid, telephone consultations and video consultations using Attend Anywhere has been introduced. The Trust is paper light and other Trust documentation is undertaken using the My Care IT system



## 4. POSITION OF CONSULTANTS UNABLE FOR PERSONAL REASONS TO WORK FULL-TIME

The Trust is committed to flexible working arrangements. Such arrangements will be discussed with any shortlisted candidate on a personal basis.

## 5. THE JOB ITSELF

### TITLE:

Consultant Occupational Health Physician 10 PAs.

We are willing to consider altering the number of PAs to meet the needs of successful candidates.

### RELATIONSHIPS:

The employer is the Royal Devon & Exeter NHS Foundation Trust. The service may also cover other Devon wide public sector organisations like North Devon NHS Trust, Devon Partnership Trust, University of Exeter and Exeter City Council. Though the base of work is Heavitree Hospital in Exeter, occasional clinics can be held at clients' sites throughout Devon and Cornwall.

## DUTIES OF THE POST

### Clinical Commitments

At present, the role of the Consultant Physician is to provide a clinical service in Occupational Medicine.

The clinics cases cover pre-employment, health surveillance, management referrals, ill health retirement referrals, alcohol and substance abuse screening, Mantoux prescription and latex skin prick test clinics. For complex cases, the post holder may have to attend occasional case conferences.

The post holder will help cover the service for high risk inoculation injuries and prescribe relevant post exposure prophylaxis when the lead consultant is on leave. Additional training will be provided if indicated for additional specialist work like health surveillance, statutory medicals, managing high risk inoculation injuries, alcohol and substance abuse screening and latex skin prick testing.

Whilst consultations are usually undertaken on a face to face basis, due to Covid consultations can be done remotely via telephone or Attend Anywhere.

### Education and Training

The post-holder will be expected to participate in training and supervision of trainees and other health professionals within the department. The post holder will provide support to nursing and allied health professionals with queries in relation to clinical matters. MDT meetings are run on in the department alternating with clinical supervision sessions on a monthly basis. There is also a departmental Audit/ Education meeting that occur once a month. The post holder is expected to contribute to these sessions on a regular basis. In addition, there is a quarterly regional meeting in Taunton (SWANHOG) or on Microsoft Teams.

### Leadership and Management

As required, the successful candidate will support the Clinical Lead, Business Manager and Clinical Support Manager and Nurse Manager in delivering, developing and improving our service. The successful candidate will report to the Clinical Lead at EXOHS.

### University of Exeter Medical School

The Royal Devon and Exeter NHS Foundation Trust is one of the NHS partners of the University of Exeter Medical School and the Department has responsibility for part of the clinical undergraduate teaching programme. Time for teaching and preparation is arranged by mutual agreement with the Clinical Lead within the Trust's annual job planning and appraisal process. The post holder can also undertake examining for the Medical School as required.

## Clinical Audit

The successful candidate will be expected participate in the design and completion of audit projects leading to improvements in practice and to contribute to the development of Clinical Quality Standards. In time, it is anticipated that the post holder will assume the role of Clinical Audit Lead in the department.

## Research and Innovation

Appointees are expected to participate in clinical research and service innovation. The Trust hosts the National Institute of Health Research Clinical Research Network (South West Peninsula) and the appointee will be expected to identify suitable patients for clinical trials. There are opportunities for candidates to act as a Principal Investigator for NIHR clinical trials with the support from R&D as well as develop their own portfolio of research as a Chief Investigator with support from the Research Design Service.

Research must comply with Trust policy on Research & Development. Trust policy and guidelines are available on the Trust's Intranet site and specify compliance with the Research Governance Framework for Health and Social Care.

The successful candidate will be expected to participate, and in some cases lead on, improvement and innovation activity. Where such activity creates potential new intellectual property this must comply with Trust policy on Innovation and Intellectual Property.

## Administration

Appointees will undertake administrative duties associated with the running of his/her clinical work including drawing and reviewing of policies, protocols, PGDs and Dr Written Instructions.

## Professional Performance

The trust has a well-developed appraisal service to support personal development and meet the GMC's requirements for revalidation.

It is a requirement that if the employee has concerns about the professional performance of a member of the medical staff, they have a duty to speak to the person concerned.

If the matter is potentially serious, or satisfaction is not obtained with the direct approach, such concerns should be discussed with the AMD, if satisfaction is again not obtained, concerns should be discussed with the Medical Director.

The appointee is expected to take part in professional, audit, training and quality assessment activities.

The appointee will have continuing responsibility for the proper function of the service.

## Infection Control

All medical and dental staff have a duty to practice safe medicine in relation to infection control and other issues. Appointees will therefore be expected to attend infection control learning opportunities once per year as a minimum, and also to comply with Trust Infection Control policies and guidelines.

## Leave

Annual and study leave will be granted to the maximum extent allowable by the Medical & Dental Whitley Council regulations, but, in accordance with the Trust's leave policy.

## Emergency On-call and Cover for Colleagues

Locum cover will not normally be provided unless on long term leave or absence.

In addition to providing emergency cover for the absent consultant colleague, it is expected that the consultant(s) providing cover will also provide clinical supervision and when qualified education supervision to junior clinical staff caring for patients under our care.

Whilst this post does not normally involve on call work, due to the Covid situation, a temporary 1 in 2 weekend rota is in place for telephone advice only. This will increase to a 1 in 3 rota with this post. Once the Covid situation has improved, this on call is likely to be discontinued.

## 6. Timetable

(The timetable should detail 8.5 PAs for direct clinical care and 1.5 PAs for supporting professional activities on average)

Note: the days of the week for particular duties are subject to change.

Note: there is normally no out of hours work but for Covid, we run a temporary 1:3 weekend on call rota within the Timetable section.

Day	Time	Location	Work	No. of PAs	Categorisation – Direct Care / Supporting	Annualised PAs
<b>Monday</b>	0900-1300		Clinic	1	DCC	
	1300-1700		OH duties	1	DCC	
<b>Tuesday</b>	0900-1300		Clinic	1	DCC	
	1300-1700		OH duties	1	DCC	
<b>Wednesday</b>	0900-1300		Clinic	1	DCC	
	1300-1700		SPA OH duties	0.5 0.5	SPA DCC	
<b>Thursday</b>	0900-1300		Clinic	1	DCC	
	1300-1700		SPA	1	SPA	
<b>Friday</b>	0900-1300		Clinic	1	DCC	
	1300- 1700		OH duties	1	DCC	
	Number			10		

PROGRAMMED ACTIVITY SUMMARY		TOTAL
Frequency		
Direct clinical care (including predictable and unpredictable on-call)		8.5
Supporting professional activities (including Research)		1.5



## 7. Conditions of Service

### SALARY SCALE:

£82,096 to £110,683 per annum pro rata.

The role could cover across Devon at times of need.

### ANNUAL LEAVE:

6 weeks + 2 days per year rising to 6 weeks and 4 days after 7 years service pro rata. Five weeks of entitlement to be taken in full weeks. Part time staff may elect to take public holidays as they fall or a pro rata entitlement.

### STUDY LEAVE:

30 working days over period of three years.

### DATE OF VACANCY:

Immediate

### COVER ARRANGEMENTS:

Colleagues; locum cover will not normally be provided

### DOMICILE:

Consultants are expected to reside within a reasonable distance of Exeter, normally within 10 miles or 30 minutes. Exceptions to this rule will need to be discussed with the Clinical Lead



## 8. Academic Facilities

### The University of Exeter Medical School

The University of Exeter Medical School (formerly part of the Peninsula Medical School) is founded on a unique partnership between the University of Exeter and the NHS in Devon. All teaching is underpinned by a strong research base with research focused in the Institute of Biomedical and Clinical Science, Institute of Health and Social Care and the Institute of Clinical Education.

Years one and two of the Bachelor of Medicine, Bachelor of Surgery degree programme lay the scientific foundations for the future years of the course. Students are introduced to clinical methods and begin acquisition of a range of transferable skills, learning science within a clinical context. The programme reflects the belief that doctors need to adopt a socially accountable approach to their work and to understand the human and societal impact of disease as well as the community-wide context of contemporary health care provision. The curriculum is structured around the human life cycle and the first year student studies human physical and psychological development from birth through to death. 70% is "core", providing the knowledge and abilities essential for entry into the Pre-registration House Officer year and 30% is comprised of Special Study Units, which allow students to select areas of interest to study in depth. In the second year students revisit the human life cycle, this time with an emphasis on disease and the pathological and psychological impact of illness. The Years 3 and 4 programme moves away from the traditional curriculum model to reflect today's evolving models of care. Known as 'Pathways of Care', Years 3 and 4 reflects the patient experience of care in acute, primary and community care settings. Learning is patient centred. In year five students learn the job of medicine and start to develop their understanding of principles of practice in the NHS. Students are involved in a series of apprenticeship attachments; to consultants across the South West and to Principal General Practitioners on a one-to-one basis throughout Devon.

There is great scope for staff in NHS Partner Organisations to become involved in all aspects of the University of Exeter medical school curriculum for undergraduate education; for example, clinicians may be engaged as Clinical Skills Tutors, SSU Providers, and Academic Mentors.

The Institute of Biomedical and Clinical Science has developed several core "platform" technologies, accessed by a range of clinician scientists. These include: molecular genetics; clinical microvascular research; cell and molecular biology laboratories; the peninsula MRI facility on the St Luke's Campus. Research in the field of diabetes and microvascular science is particularly strong with the University of Exeter being awarded a Queen's Anniversary Prize for Higher Education in 2005 for the work of Professor Andrew Hattersley and his team entitled "Using genetics to improve clinical care for diabetic patients". The Institute of Health and Social Care Research possesses core skills in epidemiology (including genetic epidemiology), health technology assessment, concordance, access to services and systematic reviews.

### The Research and Development Support Unit (RDSU)

The Trust holds a contract from the Department of Health to host a Peninsula wide Research and Development Support Unit to facilitate NHS R&D in the implementation of Evidence Based Practice in the research community of the Health Authority area. This new Peninsula Unit, which has been formed from three highly successful units, will involve networks throughout the Peninsula embracing both Primary and Secondary Care and will support all professional groups.

## 9. Canvassing

Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee will disqualify them from appointment {see Statutory Instrument 1982 No. 276 paragraph 8(1)(b)}. This should not deter candidates from seeking further information relevant to the post from those members of the Trust detailed below and, further, this should not deter candidates from making informal visits to the Trust which are encouraged.



## 10. Access to Children and Vulnerable Adults

The person appointed to this post may have access to children and to vulnerable adults. Applicants are, therefore, advised that in the event that your appointment is recommended and in line with Trust policy, you will be asked to undertake an Enhanced disclosure check with the CRB prior to commencement of employment. Refusal to do so could prevent further consideration of the application. Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions)(Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

## 11. Rehabilitation of Offenders

This post is not protected by the Rehabilitation of Offenders Act, 1974. You must disclose all information about all convictions (if any) in a Court of Law, no matter when they occurred. This information will be treated in the strictest confidence.

## 12. Data Protection Act 2018

Candidates are informed that the information given by them in application for the post will be used only for the recruitment and selection process. For successful candidates this will then form part of their personal file, and for unsuccessful candidates the information will be destroyed. The information is stored both in hard copy form and minimally on a database. This information is held and administered in line with the Data Protection Act and the Trust's confidentiality procedure.



# 13. Equality, Diversity and Inclusion

The Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, gender, race, religion and belief or sexual orientation.

The Trust is one of 39 NHS Trusts recognised as a diversity and inclusion partner by NHS Employers for 2019/20. This will provide the opportunity to develop and continuously improve the Trust's equality and diversity performance as well as giving the opportunity to influence national policy direction.

The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

The Trust is committed to fair and equitable recruitment processes for all applicants and will make any reasonable adjustments you require to our selection process.

Please contact the Medical Staffing Team at [rde-tr.medicalhr@nhs.net](mailto:rde-tr.medicalhr@nhs.net) to let us know what reasonable adjustments you require.

# Further information

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

**Chief Executive:**

Mrs. Suzanne Tracey  
Chief Executive  
Royal Devon & Exeter NHS Foundation Trust  
Barrack Road  
Exeter EX2 5DW

**Medical Director:**

Prof Adrian Harris  
Royal Devon & Exeter NHS Foundation Trust  
Barrack Road  
Exeter EX2 5DW

**Deputy Medical Director:**

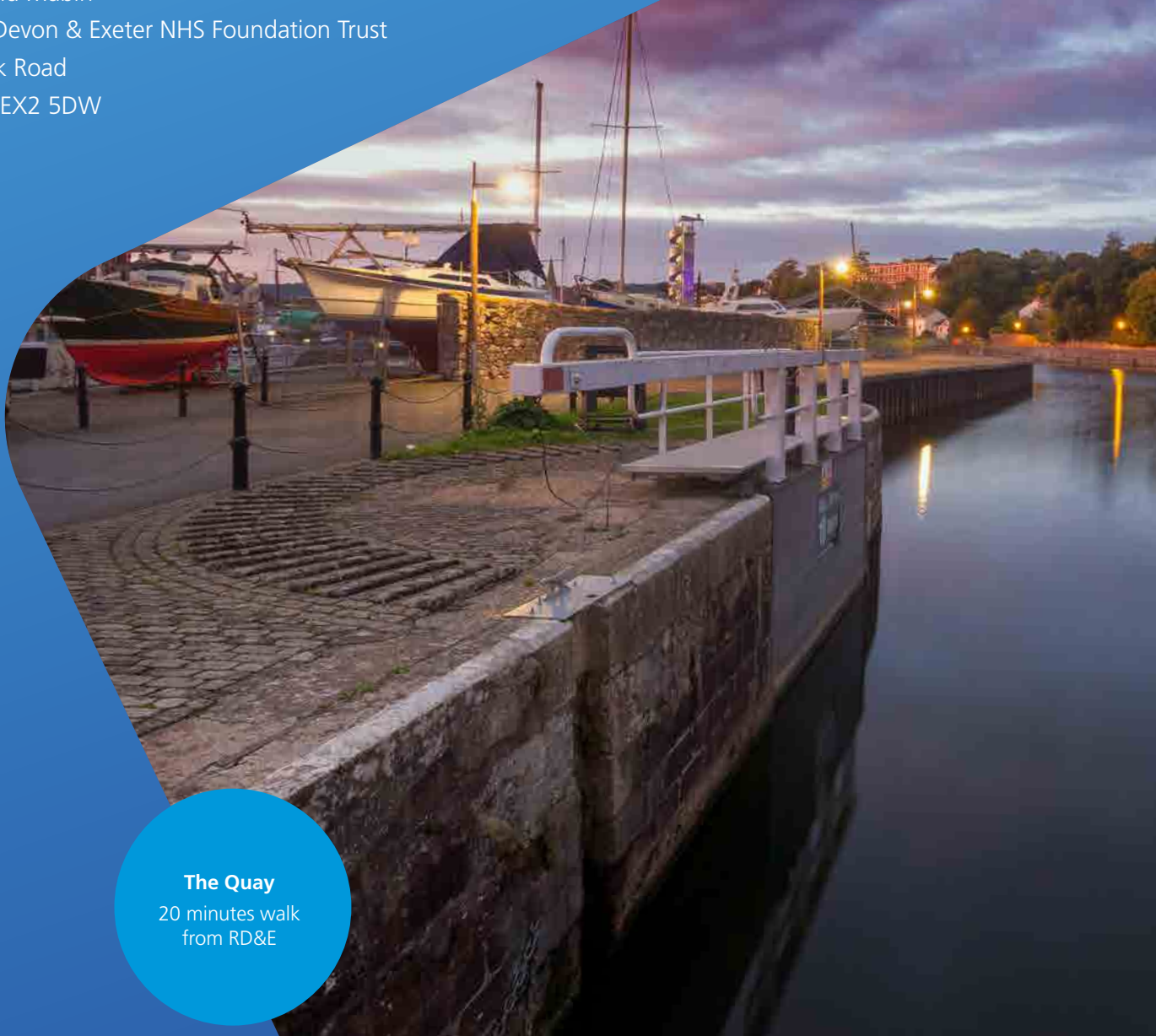
Dr David Mabin  
Royal Devon & Exeter NHS Foundation Trust  
Barrack Road  
Exeter EX2 5DW

**Associate Medical Director:**

Mr John Rennison  
Royal Devon & Exeter NHS Foundation Trust  
Barrack Road  
Exeter EX2 5DW

**Clinical Lead Occupational Medicine:**

Dr Paul Lian  
Royal Devon & Exeter NHS Foundation Trust  
Barrack Road  
Exeter EX2 5DW  
Tel: 01392 405809



**The Quay**  
20 minutes walk  
from RD&E



# Health and Wellbeing

At the RD&E, staff's health and wellbeing is hugely important to us. We are passionate about creating a happy and healthy work environment for our staff, and we have a range of benefits available to support staff's health and wellbeing.

We want to support staff to improve their physical and emotional wellbeing and help them to lead a healthy lifestyle. In order to be able to care for others, it's important that staff take the time to care for themselves.

The Trust has a Health and Wellbeing Improvement Practitioner, whose role is dedicated to improving the health and wellbeing of staff across the Trust. The Practitioner is also supported by a Health and Wellbeing group which includes

a number of clinical and non-clinical members from across the Trust.

We also have trained a number of Health and Wellbeing Champions and Mental Health champions across the Trust to support in creating a positive and healthy working environment for all.

We have a range of benefits available to support staff's health and wellbeing, including:

## Staff Physiotherapy Service

All staff can self-refer to our dedicated staff Physiotherapy service to get early help with any musculoskeletal problems.

## Staff Support and Counselling Service

All staff can access dedicated face-to-face and telephone counselling support for work and personal problems.

## Employee Assistance Programme

We have a 24/7 service available which provides emotional support and advice to staff. This service also provides support with a range of personal problems such as financial, legal or tax advice.

## Wellbeing Activities

We have a range of activities on offer for staff to access including meditation sessions, mindfulness courses, sleep coaching courses, staff away days and health checks.

## Onsite fitness activities

We run a variety of fitness classes onsite, including Yoga, Pilates, Qi gong, Circuits and running groups.

## Smoking Cessation Support

Staff can access up to 6 face-to-face sessions of support from a dedicated Stop Smoking Advisor.

## Staff Lottery

Staff can sign up to our Staff Lottery and win first prize of up to £2500 in the monthly draw.

## Cycle to Work Scheme

Through Cyclescheme, staff can obtain a Bike and accessories up to a maximum cost of £1,000 through a salary sacrifice scheme. Staff also benefit from a saving to the overall cost attained through reduced income tax, national insurance and pension deductions.



# About the RD&E

The Royal Devon and Exeter NHS Foundation Trust provides integrated health and care services across Exeter and East and Mid Devon.

With 8,000 staff, it manages a large acute teaching hospital, 12 community hospitals and provides community services to a core population of over 450,000.

The Trust is nationally and internationally recognised for excellence in a number of specialist fields including the Princess Elizabeth Orthopaedic Centre, the Centre for Women's Health (maternity, neonatology and gynaecology services), Genomic Medicine,

Cancer Services, Renal Services, Exeter Mobility Centre and Mardon Neuro-rehabilitation Centre.

In 2019 the Trust retained its overall CQC rating of 'Good', given to us following a previous full CQC inspection in 2015. In particular, the Trust maintained an 'Outstanding' rating in the 'Caring' domain and the CQC report highlights numerous examples of a "positive culture" and staff caring for patients

with "kindness and dignity". The CQC rated leadership and management at the Trust as Outstanding, highlighting that our leadership team have the experience, capacity, capability and integrity to manage a well-led organisation and that the Trust is fully engaged and working effectively with system partners as part of the Devon Sustainability and Transformation Partnership (STP).





# Creating a first-rate “Work-Life” balance by living & working in Devon

With breath-taking countryside, spectacular beaches and vibrant cities, it's not difficult to understand why Devon is frequently rated as one of the top places to live and work in the UK. Devon is a magnificent place to work and live and has the potential to deliver an exceptional Work-Life balance.

The main hospital site is in the historical Cathedral city of Exeter which dates back to Roman times. The Exeter City Walls are still visible around its centre and the Gothic Cathedral is simply stunning in terms of architecture and ambience. Exeter, and its surrounding cities, offer a varied and rich arts and culture scene including: The Royal Albert Memorial Museum & Art Gallery (RAMM) displaying fine art, costumes and local history, several theatres, cinemas, music venues and restaurants (both independents and chains). There are also vaulted, medieval Underground Passages to explore which snake beneath the city.

In Exeter there is an abundance of family and social amenities to enjoy in the city and our Community sites are located in bustling and distinctive market towns with a range of benefits of their own. The city also has abundant amenities and beautiful surrounding countryside. It is situated in the middle of the South West Region with easy access to the countryside and coast of Devon and Cornwall. Exeter is well-served by rail, road and air links.

Within a mile of our main hospital site you can find yourself shopping in the City Centre (including 'High Street' names such as John Lewis and IKEA), or maybe drinking coffee/ socialising along the quayside. Within 10 miles you can find yourself at the seaside or on the way to roaming Dartmoor or maybe partaking in the many outdoor activities for which the South West is famed including water-sports, surfing and hiking. In less than an hours drive you could find yourself enjoying the spectacular coastline of Cornwall or the cosmopolitan city of Bristol. Devon also benefits from two stunning coastlines, two National Parks, a UNESCO Biosphere Reserve and England's first natural World Heritage Site – the Jurassic Coast.

Good educational facilities such as the University of Exeter and good Ofsted rated schools are also available locally. Alongside this Trust has an on-site Ofsted graded 'Outstanding' Nursery.

Enjoy a good quality of life in the South West and be part of our caring workforce!





Exeter  
City Centre

15 minutes walk  
from RD&E

## Privacy Notice

During the course of this recruitment process, the Trust will be collecting your data and processing it in accordance with relevant Data Protection Legislation. Please see our website for more information with regards to the Trust's Privacy Notice (RD&E website – Information Governance page).

This Privacy Notice is designed to provide you with further information on how we will be using your data for this purpose and to comply with the relevant legislation.

# We're here if you need us!

For more information, please contact us:

[rde-tr.medicalhr@nhs.net](mailto:rde-tr.medicalhr@nhs.net)



@RDEcareers



@RDEcareers